

## **Modern Slavery Statement For PDS Community Care Ltd**

PDS Community Care Ltd is fully committed to preventing modern slavery and human trafficking within our organisation, supply chains, and partnerships. As a provider of residential and commercial cleaning services, we recognise our responsibility to ensure ethical practices across all aspects of our business, including subcontractors and outsourced employees.

### **1. Organisational Structure and Supply Chains**

PDS Community Care Ltd operates exclusively within England, delivering professional cleaning services to residential homes and commercial clients. Our supply chains and partnerships include suppliers of cleaning products, equipment, and staffing agencies. We maintain strict requirements for all subcontractors and outsourced employees, holding them to the same ethical standards as our direct employees and suppliers.

### **2. Policies in Relation to Slavery and Human Trafficking**

We have implemented robust policies to combat slavery and trafficking, which apply to our entire operation, including subcontractors and outsourced employees. These include:

- **Ethical Employment Policy:** Ensuring that all workers, whether direct employees or subcontracted staff, are treated fairly, paid appropriately, and work in a respectful environment.
- **Supplier and Subcontractor Code of Conduct:** Mandating that all suppliers, subcontractors, and staffing agencies comply with the Modern Slavery Act and uphold ethical labor practices.
- **Whistleblowing Policy:** Providing a confidential platform for all individuals, including subcontractors and outsourced staff, to report unethical or illegal practices.

### **3. Due Diligence Processes**

Our due diligence processes are designed to identify and mitigate modern slavery risks in our operations and partnerships. These include:

- Verifying that all employees, subcontractors, and outsourced workers have the legal right to work in the UK.
- Conducting background checks on suppliers, subcontractors, and staffing agencies to ensure compliance with our ethical standards.
- Monitoring our supply chains and outsourced operations to identify and address potential risks.

#### **4. Risk Assessment and Management**

While our operations are solely within England, and the risk of modern slavery is assessed as low, we remain proactive in identifying and addressing vulnerabilities. This includes reviews of our subcontractors and staffing agencies to ensure continued compliance with our policies and the Modern Slavery Act.

#### **5. Key Performance Indicators (KPIs) to Measure Effectiveness**

We measure the effectiveness of our actions through:

- 100% compliance with right-to-work checks for all employees, subcontractors, and outsourced staff.
- Audits of suppliers, subcontractors, and staffing agencies to confirm adherence to our ethical standards.
- Monitoring training completion rates for staff and subcontractors to raise awareness of modern slavery risks.
- Addressing and resolving any reports of unethical practices promptly.

#### **6. Training on Modern Slavery and Human Trafficking**

We provide training and resources to all employees and expect the same for subcontractors and outsourced workers through their respective employers. This training helps individuals identify risks of modern

slavery, understand their responsibilities, and report concerns appropriately.

## **Conclusion**

At PDS Community Care Ltd, we believe that everyone—whether directly employed, subcontracted, or outsourced—has the right to work in a safe, respectful, and professional environment free from exploitation. We expect all subcontractors, staffing agencies, and business partners to share our commitment to ethical labor practices. We will not engage with or support any organisation or individual found to be involved in modern slavery or human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery statement for the financial year ending **January 2025**.

Signed:  
Edna Marta  
Director  
PDS Community Care Ltd  
15/11/2024